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that are considered best are held up for emulation. There is also a chapter on the practice of management. This runs largely to instructions as to the forms which should be used in the personnel department in keeping records. The book would lose little of its value for the lay student of industrial relations if this chapter were omitted.

D. A. McCABE.

NEW BOOKS

ASKWITH, LORD. *Industrial problems and disputes*. (New York: Harcourt. 1921. Pp. x, 494. \$5.)

COMMONS, J. R. and others. *History of labour in the United States*. Two vols. (New York: Macmillan. 1921. Pp. xxv, 623; ix, 620. \$10.50.) A reprint.

COTTER, A. *United States steel: a corporation with a soul*. (Garden City: Doubleday. 1921. Pp. xii, 312. \$3.)

This book according to its publishers is planned as an open and above-board presentation of the development of a great business. The point of view of the author, however, is that the corporation is one enterprise that endeavors to live up fully to the responsibilities it must perforce assume to its employees and the public as well as to its stockholders and he believes that it has earned the title of "a corporation with a soul." This point of view colors the book from beginning to end and all incidents are painted in the purest white without even a shadow of criticism.

The organization, development, and policies of the corporation are outlined in some twenty-seven chapters. "The man at the helm" is the title of the prologue and the statement is made that "the story of United States Steel is the tale of how Gary made his dream come true." The result is an interesting but not a convincing book. One feels in reading some chapters that it is an attempt to answer the "Steel Strike Report" issued by the Interchurch World Movement. The idea is presented that the great corporation saved this country and even the world from being involved in a social revolution by its firm stand against compromises with the strikers. But that the strike was anything more than an ordinary one carried on in the usual way by the unions affiliated with the American Federation of Labor has never been proved. The fact that it was termed a "Hunkey strike" may imply that foreigners are not human beings and so need not be considered. A movement involving a large number of men must have some cause and it is claimed that the grievances were excessive hours of labor, the boss system, and the denial of the right to organize or to representation. Mr. Cotter implies that the twelve hour day and the twenty-four hour shift have been very exceptional, but if so why have even some of the stockholders of the corporation objected to the practice? The statement sounds like a lawyer's plea in avoidance. One may add that the denial of the right to organize and of union representation on the part of its workmen is a curious anomaly coming from a corporation representing the power of organization and representation raised to its *n*th power. The best form of government is said to be a benevolent despotism but the trouble is in being sure that it will be benevolent. In this country political equality and industrial autocracy are

opposites and a house divided against itself cannot stand. But it may well be that industrial efficiency and industrial democracy can work harmoniously together. The book is written in a picturesque style and while perhaps not intended primarily for the purpose of propaganda its whole spirit leads one to the conclusion that it ought not to be taken very seriously.

GEORGE M. JANES.

DELONDE, C. *Capital et travail*. (Paris: Perrin. 1921. 9 fr.)

DOUGLAS, P. H. *American apprenticeship and industrial education*. Columbia University studies in history, economics and public law, vol. XCV, no. 2. (New York: Longmans. Pp. 348. \$3.50.)

The author undertakes to cover a wide field. His work is comprehensive in a topical way and contains a mass of material conveniently arranged. It furnishes a helpful outline of the problem, a summary of what has been done, and an exposition of the many inadequacies of present practice. He has not, however, attempted a first-hand intensive study, on the ground, of the systems of industrial training of which he treats.

Apprenticeship is given but 73 pages, of which 32 pages are devoted to apprenticeship after the coming of the factory system. The treatment is largely concerned with machine-using trades. Not enough consideration is given to the trades in which apprenticeship is still the normal avenue of entrance. Experience with other systems of industrial education such as manual training, trade and industrial schools, plant schools and part-time schools is also summarized.

The necessity of vocational training and the methods and agencies which should be utilized in this are given an important place in the solution of the problem. There is a chapter, almost wholly deductive, on the economic consequences to be expected from proper industrial training. This leads to a brief discussion of trade-union attitudes and the points on which antagonism has developed in that quarter against plans put into operation and proposed. A program with seventeen planks is offered in the final chapter.

D. A. McC.

FEIS, H. *The settlement of wage disputes*. (New York: Macmillan. 1921. \$2.25.)

GLEASON, A. *Workers' education: American experiments*. Revised edition. (New York: Bureau of Industrial Research, 289 Fourth Ave. 1921. Pp. 87. 50c.)

GRAHAM, W. *The wages of labour*. (London: Fabian Bookshop. 1921. 5s.)

HANKS, E. E. *Administration of child-labor laws*. Part 4. *Employment-certificate system, Wisconsin*. Industrial series, no. 2. (Washington: Dept. of Labor, Children's Bureau. 1921. Pp. 159.)

HAUTECOEUR, L. *L'agitation des ouvriers métallurgistes en Italie*. (Paris: Boul. Saint-Germain, 282. 1921. Pp. 91.)

HERON, H. *The workers' conference; how to make it go*. (Cincinnati: The Standard Pub. Co. 1921. Pp. 141.)

HOWARD, E. D., compiler. *The Hart, Schaffner & Marx labor agreement; industrial law in the clothing industry*. New edition. (Chicago: Hart, Schaffner & Marx. 1920. Pp. xi, 97.)

- HYNDMAN, H. M. and DUKE OF NORTHUMBERLAND. *The cause of industrial unrest. A debate.* (London: Patterson & Manger. 1921. 3d.)
- JOHNSON, J. E., compiler. *Selected articles on unemployment.* Debaters' handbook series. (New York: H. W. Wilson. 1921. Pp. 309. \$1.80.)
This is a second edition of a compilation first issued in 1915. About fifty pages of new matter have been added.
- JOHNSON, G. F. and others. *The management and the worker.* (Chicago: A. W. Shaw. 1920. Pp. 256. \$3.)
- JONES, W. *Capital and labour: their duties and responsibilities.* (London: King. 1921. Pp. 168. 2s. 6d.)
- LANE, W. D. *Civil war in West Virginia. A story of the industrial conflict in the coal mines.* Introduction by JOHN R. COMMONS. (New York: Huebsch. 1921. Pp. 128. 50c.)
- LOWE, B. E. *The international protection of labor.* (New York: Macmillan. 1921. \$2.50.)
- LUDLAM, H. E. B. *Industrial democracy and the printing industry.* (London: Author, 124 Harnall Lane, E., Coventry. 1921. Pp. 15. 3d.)
- MCLEAN, D. A. *The morality of the strike.* Introduction by REV. JOHN A. RYAN. (New York: P. J. Kenedy. 1921. Pp. x, 196. \$1.75.)
- SANDERS, W. S. *The international labour organisation of the League of Nations.* Fabian tract no. 197. (London: The Fabian Soc. 1921. Pp. 14. 2d.)
- SOLANO, E. J., editor. *Labour as an international problem.* (New York: Macmillan. 1920. Pp. xl, 345. \$7.)
- TURMANN, M. *Problèmes sociaux du travail industriel.* (Paris: Gabalda. 1921. Pp. 241. 7 fr.)
- Collective bargaining.* The University of North Carolina Record, extension series no. 40. (Chapel Hill, N. C.: University. 1920. Pp. 75.)
Brief and arguments with extracts from articles published in periodicals.
- Equal opportunity for women wage earners; facts vs. fiction.* (New York: National Consumers' League, 44 E. 23d St. 1920. Pp. 10. 5c.)
- Industrial posture and seating.* Special bulletin. (Albany, N. Y.: N. Y. Dept. of Labor. 1921. Pp. 56.)
- The Kansas Court of Industrial Relations.* (Topeka: Kansas Court of Ind. Relations. 1921. Pp. 46.)
- Labour turnover in munition and other factories; statistical study by the Industrial Fatigue Research Board.* (London: King. 1921. 3s.)
- Report of the executive committee of the Labour party.* (London: Labour Party, 33, Eccleston Square, S. W. 1.)
- Wages, standard time rates, and hours of labour in the United Kingdom at 31 December, 1920.* (London: King. 1921. 2s. 6d.)